



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 3-30-15	<u>Interviewer:</u> MC	RFA #15 –13
<u>Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student Resident Advisor		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> Alleged racial discrimination at the workplace		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☒ Administrator ☐ Faculty ☐ Staff ☒ Student ☐
 Concern Regarding: Male ☐ Female ☒ Administrator ☐ Faculty ☐ Staff ☒ Student ☒

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input checked="" type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
3-30-15	[REDACTED] visits EO and discusses concerns involving racial discrimination from her supervisor and staff.	<p>[REDACTED] asked the EO Office for assistance. She did not want to file a formal complaint but seeks an informal resolution. She feels she is being discriminated against based on her race. EO Protocol was reviewed with [REDACTED].</p> <p>[REDACTED] works in University Residences as a Resident Advisor (RA). In Fall Quarter, [REDACTED] felt there was tension between her and another RA, [REDACTED]. [REDACTED] didn't feel welcomed by the staff but more so with [REDACTED]. [REDACTED] claims she isn't invited to staff bonding events outside of mandatory staff bondings. According to [REDACTED], [REDACTED] did not acknowledge or look at [REDACTED]. [REDACTED] felt that a conversation with [REDACTED] would alleviate the tension and improve staff relations overall because she viewed [REDACTED] as a leader and thought the rest of the staff would follow [REDACTED] lead.</p> <p>[REDACTED] and [REDACTED] have a conversation and [REDACTED] shares her feelings with [REDACTED] asking that the conversation remains private. A week later, [REDACTED] has a conversation with [REDACTED], another RA on staff.</p>

After talking with [REDACTED] suspects that [REDACTED] shared their conversation with [REDACTED]. [REDACTED] approaches [REDACTED] and reminds her that the conversation was supposed to remain private. [REDACTED] responds that she needed support and was "on fucking anti-depressants".

[REDACTED] approaches [REDACTED] ([REDACTED]) about comments and claims that [REDACTED] seemed to excuse [REDACTED] behavior. [REDACTED] also alleges that [REDACTED] offered to set up a mediation but never followed up even after [REDACTED] reminded him.

[REDACTED] approaches Resident Director [REDACTED], her supervisor, about [REDACTED] during a one on one. At the time, [REDACTED] isn't able to speak to [REDACTED] about the situation because she has to leave early for an appointment. [REDACTED] also notes that she feels [REDACTED] doesn't take their one on one meetings seriously because the first ten minutes of each meeting are used to find a location for the one on one. [REDACTED] expresses concerns with the fact that [REDACTED] spoke to [REDACTED] about [REDACTED] before [REDACTED] had a chance to speak to [REDACTED] (according to [REDACTED]). [REDACTED] schedules a mediation for [REDACTED] and [REDACTED].

During the mediation meeting [REDACTED] feels that [REDACTED] is providing positive reinforcement for [REDACTED] feelings throughout the entire meeting. For [REDACTED], the meeting becomes an outlet for [REDACTED] to express her feelings about [REDACTED] instead of an opportunity for [REDACTED] to share her concerns about feeling unwelcomed by [REDACTED] behavior. [REDACTED] didn't feel the mediation was helpful.

Current Issue: March 29, 2015: [REDACTED] is off campus and reads a text that duty starts at 10:00am although it normally starts at 9:00pm on Sunday. [REDACTED] sends [REDACTED] a text inquiring about the duty time change but never gets an answer as to why her duty starts at 10:00am instead of 9:00pm. [REDACTED] calls [REDACTED] who is driving at the time, brief conversation about the duty change but [REDACTED] doesn't receive an explanation from [REDACTED] about the change in time and [REDACTED] directs [REDACTED] back to [REDACTED].

[REDACTED] claims she never received information about staff dinner and felt excluded. When she questioned her colleagues about it; they responded that they sent everyone a notice about dinner on Group Me but [REDACTED] never received it or a text. She is wondering why it was easy for people to contact her when they thought she was on duty but no one reached out to her for dinner.

Staff Meeting 3-30-15 (10:00am). [REDACTED] was feeling anxious during the meeting because of the duty phone and dinner incident. [REDACTED] asks the staff why no one was able to contact her about dinner but was able to contact her about holding the duty phone. [REDACTED] shares that it made her feel like she wasn't part of the team. She tells the group that she feels like they treat her like a slave. [REDACTED] indicates that it wasn't the time to have the conversation so [REDACTED] leaves. She can hear the whole group laughing through the window as she leaves.

[REDACTED] feels she is being treated differently because of her racial identity. She is the only [REDACTED] Resident Advisor for [REDACTED].

[REDACTED] is interested in having a conversation with [REDACTED] and EO about her work environment. She'd like EO to assist in an informal resolution of the matter.

		<p>Follow-up: MC contacts [REDACTED] after she [REDACTED] has a chance to discuss her issues with [REDACTED], and follows up. [REDACTED] says that she does not have any reason to believe [REDACTED] is being discriminated. She says its not uncommon for RAs to start their duty early in opening days.</p>
		<p>On 4/7/15, MC and SGS meet with [REDACTED], RD and [REDACTED], Assistant Director, UR. [REDACTED] indicates that [REDACTED] has never wanted to socialize with other RA's and that she is very professional and doesn't want to mix the professional with the personal. She says on Sunday eve of opening day, [REDACTED] looked at the Group ME message since she confirmed this on [REDACTED] phone and saw that [REDACTED] was part of the addressee list. She also confirmed that it is not uncommon to ask RA's to report early in the day instead of eve for weekends before start of new quarter. [REDACTED] indicated she tried to mediate a conversation with [REDACTED] and [REDACTED] about [REDACTED] feeling excluded and doesn't feel she sided with anyone. They left with saying they would try to spend time independently together and things seemed like they were improving. [REDACTED] does not understand why [REDACTED] believes she is being treated differently because of race. She indicates that two other RAs are [REDACTED], and [REDACTED] are also [REDACTED] and she feels that scheduling, duties and communications are handled in a consistent and equitable manner.</p>
		<p>On 4/8/15, MC met with [REDACTED] who indicated that they had the same procedure in the Fall for Winter break about starting earlier in the day. On 3/28/15 [REDACTED] sent [REDACTED] and [REDACTED] (another RA) a text reminding them they were on call the next day, early. At breakfast on 3/29/15, [REDACTED] didn't see [REDACTED]. [REDACTED] had called and said he was running late. [REDACTED] hadn't heard from [REDACTED] until 12:23 pm. [REDACTED] sent him a text and asked why she was on duty. She then sent another one and said she was on her way. [REDACTED] says [REDACTED] was included in the Group Me text for staff dinner. He sent it out. He showed MC the text on the phone but wasn't able to show MC [REDACTED] name because she was removed from the group member list.</p>
		<p>SGS and MC had checked in with [REDACTED] a number of times to inform her that unless she had any further information to share, that there was no reason to believe that she had been discriminated against based on race. They also checked into to see how she was doing since she was moved to [REDACTED] (had requested to leave [REDACTED] because she did not feel "safe."</p>
		<p>SGS and MC met with Leonard Jones, Director, UR and with John Purdie, Associate Dir., UR to discuss [REDACTED]. They indicated that they could not find any reason to believe [REDACTED] was discriminated against based on race. Because [REDACTED] had been moved to [REDACTED] (since she was not comfortable living at [REDACTED] after the staff meeting event on 3/30/15, she was no longer working. Mr. Jones and Mr. Purdie met with [REDACTED] to discuss the future, since she had not been working as an RA since March 30, and they needed to reach a decision on what was going to happen. [REDACTED] indicated she wanted to come back to be an RA but did not want to go to meetings or interface with</p>

		any of the other RA's. They indicated to her that this would not be possible. [REDACTED] is now living in [REDACTED].
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